

Strategic Skills Initiative

Occupational & Skills Shortage Report Summary

Economic Growth Region 2 – Northern Indiana

Excerpts from Shortage Report

- High-skill jobs in demand do not necessarily require associate or bachelor's degrees, and college graduates have not necessarily been trained in highly marketable skills and may find themselves underemployed
- Focus of this region's SSI effort is on occupations that require less formal training than a bachelor's degree, but offer good upward mobility, as most appropriate and amenable to intervention through this initiative

Key Industries: Health Care (Ambulatory Health Care Services/Hospitals) and Manufacturing (Transportation Equipment, Fabricated Metal Products, Plastics & Rubber Products, Machinery and Miscellaneous (Medical Equipment) Manufacturing)

- 3 digit sub-sectors selected based on cluster analysis/connectedness to dominant industry (e.g. Transportation Equipment), proportion of "good" jobs (paying \$12.60/hr or more in 2000) and industry concentration as defined by location quotients among other factors
- Transportation Equipment Manufacturing (especially Recreation Vehicle Manufacturing) accounts for over 36% of all Manufacturing employment in the Region
- Medical Device Manufacturing, concentrated in Warsaw, pays the highest wages (\$1,244/week) of any of the targeted industries and has experienced explosive growth (over 29% between 1994 and 2004)

Key Occupations (based on top 5 shortage projections):

Registered Nurses: Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management.

First-Line Supervisors of Production and Operating Workers: Supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators.

Welders, Cutters, Solderers and Brazers: Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

Computer-Controlled Machine Tool Operators: Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

Painters, Transportation Equipment: Operate or tend painting machines to paint surfaces of transportation equipment, such as automobiles, buses, trucks, trains, boats, and airplanes.

Net Calculation Table (top 5 shortages) – Includes Demand, Supply & Migration

Occupation	Shortage Projection 2005 - 2007
Registered Nurses	174
Front-Line Supervisors	160
Welders, Cutters, Solderers, Brazers	158
Computer-Controlled Machine Tool Operators	76
Painters, Transportation Equipment	65

Selected Skills Definitions

Coordination — Adjusting actions in relation to others' actions

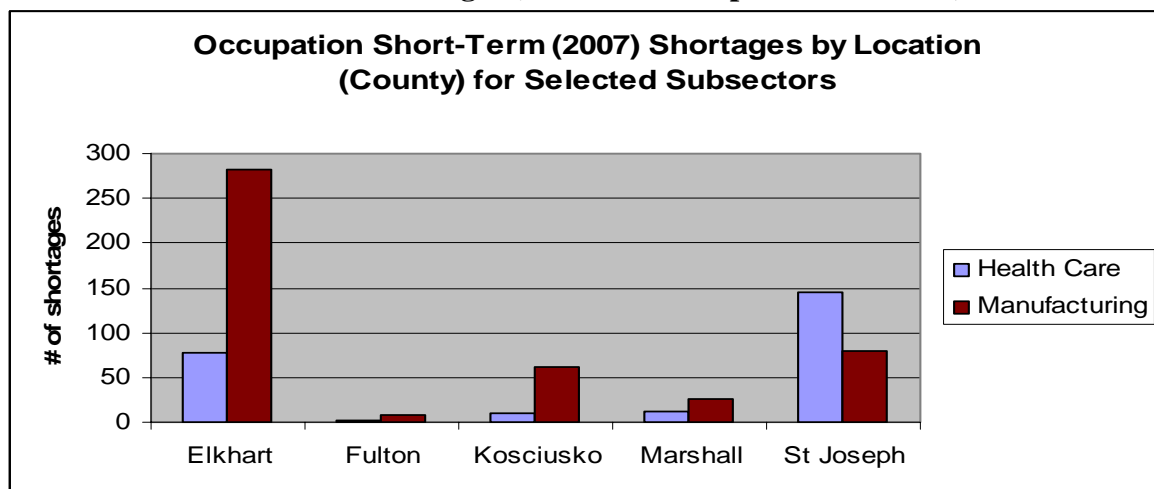
Equipment Selection — Determining the kind of tools and equipment needed to do a job.

Operation and Control — Controlling operations of equipment or systems.

Overlapping Critical Skills For Top 5 Shortage Occupations with Associated Wage

Skill	Assoc. Wage	Reg. Nurse	1st-Line Superv.	Welders, Cutters	Mach Oper	Painters
Critical Thinking	\$46,929					
Coordination	\$44,733					
Reading Comprehension	\$41,310					
Time Management	\$40,958					
Speaking	\$39,460					
Equipment Selection	\$35,571					
Operation and Control	\$29,676					
Considered a Critical Skill for this occupation						

Location of Shortages (all critical occupations included)



Emerging Occupations

Cytogenetic technologists; Orthotists; Orthopedic cast technologists; Biostatisticians

Significance/Impact:

- ✚ Skills gaps lead to rising costs, profitability declines and diminished competitiveness
- ✚ Industry strategies to compensate for occupational/skills shortages include increased use of overtime, outsourcing, automation, in-house training